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(KARTIKA 6, 1943 SAKA)

LEGISLATIVE SUPPLEMENT

	Contents	Pages
Part - I	Acts	
	<i>Nil</i>	
Part - II	Ordinances	
	<i>Nil</i>	
Part - III	Delegated Legislation	
	1. Notification No. S.O. 113/C.A.39/1987/S.6/2021, dated the 26th October, 2021, nominating the members of the Punjab State Legal Services Authority.	2723-2724
	2. Notification No. G.S.R. 151/Const./Art.309/2021, dated the 26th October, 2021, containing the Punjab State Educational (Ministerial Staff of Higher Education Department Group 'A') Service Rules, 2021.	2725-2746

(cxi) PUNJAB GOVT. GAZ. (EXTRA), OCTOBER 28, 2021
(KRTK 6, 1943 SAKA)

3. Notification No. G.S.R. 152/Const./Art.309/
2021, dated the 26th October, 2021,
containing the Punjab State Educational
(Ministerial Staff of Higher Education
Department Group 'B') Service Rules, 2021. 2747-2770
4. Notification No. G.S.R. 153/Const./Art.309/
2021, dated the 26th October, 2021,
containing the Punjab State Educational
(Ministerial Staff of Higher Education
Department Group 'C') Service Rules, 2021. 2771-2794

**Part - IV Correction Slips, Republications and
Replacements**

Nil

PART III
GOVERNMENT OF PUNJAB
DEPARTMENT OF LEGAL AND LEGISLATIVE AFFAIRS
NOTIFICATION

The 26th October, 2021

No. S.O. 113/C.A.39/1987/S.6/2021.-Whereas in exercise of the powers conferred by sub-section (1) of section 6 of the Legal Services Authorities Act, 1987 (Central Act No. 39 of 1987), the Legal Services Authority for the State of Punjab was constituted, vide Government of Punjab, Department of Legal and Legislative Affairs, Notification No. S.O. 19/ C.A.39/87/S.6/96, dated the 4th October, 1996;

AND WHEREAS in pursuance of the provisions of sub-section (2) of section 6 of the Legal Services Authorities Act, 1987 read with clause (B) of rule 3 of the Punjab State Legal Services Authorities Rules, 1996, the nominated members were notified, vide Government of Punjab, Department of Legal and Legislative Affairs, Notification No. S.O.43/C.A.39/1987/ S.6/2019, dated the 25th April, 2019;

AND WHEREAS in pursuance of the provisions of rule 8 of the aforesaid rules, the term of the nominated members, except the term of Sh. Munish Singal, District and Sessions Judge has expired;

NOW THEREFORE, in pursuance of the provisions of clause (B) of rule 3 of the aforesaid rules, and all other powers enabling him in this behalf, the Governor of Punjab in consultation with the Chief Justice of the Punjab and Haryana High Court, is pleased to nominate the following persons, to be the nominated members of the Punjab State Legal Services Authority, in place of the aforesaid nominated members whose term has expired, namely:-

NOMINATED MEMBERS

- (i) Ms. Harpreet Kaur Jeewan, District and Sessions Judge, Rupnagar.
- (ii) Ms. Sarita Tewari, r/o H. No. 3038, Sector 21D, Chandigarh.
- (iii) Dr. Upneet Lalli, Deputy Director, Institute of Correctional Administration, Chandigarh.
- (iv) Dr. Swaraj Grover, r/o 37 F.F (MIG), Shaheed Madan Lal Dhingra Society, Near Punj Peer, G.T. Road, Amritsar.

2724 PUNJAB GOVT. GAZ. (EXTRA), OCTOBER 28, 2021
(KRTK 6, 1943 SAKA)

- (v) Sh. V.K. Kapoor, r/o H. No. 836, Sector-16, Chandigarh.
- (vi) Dr. K.S. Purewal, r/o Kulam Road, Tehsil and District SBS Nagar.
- (vii) Dr. Pawan Kumar, Professor and Head, Department of Laws Guru Nanak Dev University, Amritsar.

S. K. AGGARWAL,
Secretary to Government of Punjab,
Department of Legal and Legislative Affairs.

2430/10-2021/Pb. Govt. Press, S.A.S. Nagar

PART III

GOVERNMENT OF PUNJAB

DEPARTMENT OF HIGHER EDUCATION

(Education-1 Branch)

NOTIFICATION

The 26th October, 2021

No. G.S.R.151/Const./Art.309/ 2021.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and common conditions of Service of the persons appointed to the Punjab State Educational (Ministerial Staff of Higher Education Department Group 'A') Service, namely:-

RULES

1. Short title, commencement and application.-

(1). These rules may be called the Punjab State Educational (Ministerial Staff of Higher Education Department Group 'A') Service Rules, 2021.

(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.

(3) They shall apply to the posts specified in Appendix 'A'.

(4) The Members of the existing cadre whose services are governed under the Punjab Education Department (Ministerial Staff of Headquarter) Group 'A' Service Rules, 2018 shall have the right to exercise the option to retain their present cadre or become members of newly created Service within three months from the date of commencement of these rules:

Provided that while exercising option, principle of seniority shall be the deciding factor keeping in view the number of posts in the Service:

Provided further that the present post held by the existing members of Service, who shall exercise the option to become members of the newly created Services shall remain protected as a measure personal irrespective of their future seniority position in the newly created Service:

Provided further that in case any employee does not exercise his option

within the specified prescribed period, he shall be deemed to have opted for existing cadre:

Provided also that the option once exercised shall be final.

2. Definition.- (1) In these rules, unless the context otherwise requires,-

- (a) 'Appendix' means an Appendix appended to these rules;
- (b) 'Director' means the Director, Public Instructions (Colleges), Punjab;
- (c) 'Existing members of Service' means the members of Service whose recruitment and general conditions of service are governed and regulated under 'the Punjab Education Department (Ministerial Staff of Headquarter) Group 'A' Service Rules, 2018;
- (d) 'Government' means the Government of Punjab in the Department of Higher Education; and
- (e) 'Service' means the Punjab State Educational (Ministerial Staff of Higher Education Department Group 'A') Service.

(2) The words and expressions used, but not defined in these rules, shall have the same meaning as respectively assigned to them in the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.

3. Number and character of posts.- The Service shall comprise the posts specified in Appendix 'A':

Provided that nothing in these rules shall affect the inherent right of the Government to add to or reduce the number of such posts or to create new posts with different designations and scales of pay whether permanently or temporarily.

4. Appointing Authority.- Appointment to the Service shall be made by the Government.

5. Pay of members of the Service.- The members of the Service shall be entitled to such scales of pay as may be authorized by the Department of Finance from time to time. The scales of pay, at present in force in respect of the members of the Service, are given in Appendix 'A'.

6. Method of appointment, qualifications and experience.- (1) All appointment to the Service shall be made in the manner specified in Appendix 'B':

Provided that if no suitable candidate is available for appointment to the Service by promotion or by direct appointment, the appointment to the Service shall be made by transfer of a person holding an analogous post under the State Government or Government of India.

(2) No person shall be appointed to the post in the Service, unless he possesses the qualifications and experience as specified against at post in Appendix 'B'.

(3) Appointment to the Service by promotion shall be made on seniority-cum-merit basis, and no person shall have any right to claim promotion on the basis of seniority alone.

7. Discipline, punishment and appeal.- (1) In the matters of discipline, punishment and appeal, the members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970, as amended from time to time.

(2) The authority empowered to impose penalties as specified in rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970, in respect of the members of the Service and the appellate authority against an order as specified in the Punjab Civil Services (Punishment and Appeal) Rules, 1970, shall be as specified in Appendix 'C'.

8. Application of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994.-(1) In respect of the matters, which are not specifically provided in these rules, the members of the Service shall be governed by the provisions of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, as amended from time to time.

(2) The Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, at present in force, are contained in Appendix 'D'.

9. Interpretation.- If any question arises as to the interpretation of these rules, the Government, in consultation with the Department of Personnel shall decide the same.

APPENDIX 'A'

[See rules 1(3), 3 and (5)]

Designation of the post	Number of posts			Scale of pay + Grade Pay (in rupees)	Minimum Pay admissible as per instructions dated 17.07.2020
	Permanent	Temporary	Total		
Superintendent Grade-1	12	-	12	15600-39100+5400	-

Note: The equal number of post as specified in this Appendix shall be deemed to have been surrendered and excluded from the Punjab Education Department (Ministerial Staff of Headquarter) Group 'A' Service Rules, 2018.

APPENDIX 'B'

(See rule - 6)

Designation of the Post	Percentage for appointment by		Qualification and experience for appointment by	
	Direct Appointment	Promotion	Direct Appointment	Promotion
1	2	3	4	5
Superintendent Grade-1	-	Hundred per cent	-	From amongst the Superintendents Grade-2 who have an experience of working as such for a minimum period of two years: Provided that if no suitable Superintendent Grade-2 is available then from amongst the Senior Assistants working under the control of the Director who have an experience of working as such for a minimum period of eight years.

APPENDIX 'C'

[See rule 7]

Designation of the post	Nature of *penalty/ or @order	Authority empowered to impose penalty or pass order	Appellate authority
1	2	3	4
Superintendent Grade-1	Penalty under rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970.	Secretary-in-charge	Minister- in-charge

APPENDIX 'D'

(See rule 8)

GOVERNMENT OF PUNJAB

DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS
(PERSONNEL POLICIES BRANCH -1)

NOTIFICATION

The 4th May 1994

No. G.S.R. 33/ Const./Art 309/94.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and general and common conditions of service of persons appointed to Group 'A' , Group 'B' and Group 'C' services in connection with the affairs of the State of Punjab, namely :-

- 1. Short title, commencement and application.**— (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994 as amended from time to time.
 - (2) They shall come into force at once.
 - (3) They shall apply to all the posts in Group 'A' Group 'B' and Group 'C' services in connection with the affairs of the State of Punjab.
- 2. Definitions.**— In these rules, unless the context otherwise requires-
 - (a) "appointing authority" means an appointing authority specified as such in the Service Rules made under Article 309 of the Constitution of India in respect of any service or post in connection with the affairs of the State of Punjab;
 - (b) "Board" means the Subordinate Services Selection Board, Punjab or any other authority constituted to perform its functions;
 - (c) " Commission" means the Punjab Public Service Commission;
 - (d) "direct appointment " means an appointment made otherwise than by promotion or by transfer of a person already in the service of Government of India or of a State Government;

- (e) "Government" means the Government of the State of Punjab in the Department of Personnel and Administrative Reforms;
- (f) "recognized university or institution" means,-
 - (i) any university or institution incorporated by law in any of the State of India; or
 - (ii) any other university or institution, which is declared by the government to be a recognized university or institution for the purposes of these rules;
- (g) "Service" means any Group 'A' Service, Group 'B' Service or Group 'C' Service, constituted in connection with the affairs of the State of Punjab as per scales given in the Appendix;
- (h) 'Service Rules' means the service rules made under Article 309 of the Constitution of India regulating the recruitment and conditions of service other than the general and common conditions of service of persons appointed to any service or post in connection with the affairs of the State of Punjab; and
 - (i) "War Hero" means a defence services personnel or a para-military forces personnel, who is a *bona fide* resident of Punjab State and has been killed or discharged from service on account of disability suffered by him on or after 1st January, 1999, while fighting in a war declared so by Government of India, in operations in Kargil or any other sector in J. and K. in the on going conflict with Pakistan other operations which may be notified by the State Government to have been undertaken for preserving the unity and integrity of the Country; or
 - (ii) a defence services personnel or a para-military forces personnel who was a *bona fide* resident of Punjab State and was posthumously decorated with Parmvir Chakra, Mahavir or Vir Chakra: provided that,-
- (a) In exceptional instances, the cases of such War Heroes may also be covered, with the prior approval of the Department of Personnel who though *bona fide* residents of Punjab State are yet closely

connected to the State of Punjab ;

- (b) In the case of War Heroes, falling in the category (ii) above, the benefits to be given by the State Government will be restricted only to the first generation dependent members/ next of the kin.

Note:- The Government reserves the right to include any other category of Awardees for the purpose of providing employment to the category of War Heroes, as may be notified.

3. Nationality, domicile and character of persons appointed to the Service.- (1) No person shall be appointed to the Service unless he is, -

- (a) a Citizen of India ; or
(b) a Citizen of Nepal; or
(c) a subject of Bhutan ; or
(d) a Tibetan refugee who came over to India before the 1st day of January, 1962 With the intention of permanently settling in India; or
(e) a person of India origin who has migrated from Pakistan, Burma, Sri Lanka and East African Countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India:

Provided that a person belonging to any of the categories (b), (c),(d) and (e) shall be a person in whose favour a certificate of eligibility has been given by the Government of Punjab in the Department of Home Affairs and justice.

- (2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or the Board, as the case may be, on his furnishing proof that he has applied for the certificate but he shall not be appointed to the Service unless the necessary certificate is given to him by the Government of Punjab in the Department of Home Affairs and Justice.
- (3) No person shall be recruited to the Service by direct appointment,

unless he produces ,-

- (a) a certificate of character from the Principal Academic Officer of the university, college, school or institution last attended, if any, and similar certificates from two responsible persons not being his relative, who are well acquainted with him in his private life and are unconnected with his university, college, school or institution; and
- (b) an affidavit to the effect that he was never convicted for any criminal offence involving moral turpitude and that he was never dismissed or removed from service of any State Government or of Government of India, or of any Public Sector Undertaking.

4. Disqualifications.- (1) No person,-

- (a) who has entered into or contracted a marriage with a person having a spouse living ; or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the Service: Provided that the Government, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. Age.- (1) No person shall be recruited to the Service by direct appointment, if he is less than eighteen years or is more than thirty seven years of age in the case of technical and non-technical posts on the first day of January of the year immediately preceding the last date, fixed for submission of applications by the Commission or the Board, as the case may be]

Provided that where different lower and upper age limits have been specifically prescribed for posts in the Service Rules, these limits shall be made applicable for appointment to such posts:

Provided further that the upper age limit may be relaxed up to forty-five years in the case of persons already in the employment of the Punjab Government, other State Government or the government of India:

Provided further that in the case of candidates belonging to Scheduled

Castes and other Backward Class, the upper age limit shall be such as may be fixed by the Government from time to time.

- (2) In the case of ex-servicemen, the upper age limit shall be such as has been prescribed in the Punjab Recruitment of Ex-servicemen Rules, 1982 as amended from time to time.
- (3) In the case of appointment on compassionate grounds on priority basis, the upper age limit shall be such as may be specifically fixed by the Government from time to time.
- (4) In the case of appointment of a war Hero, who has been discharged from defence services or para-military forces on account of disability suffered by him or his widow or dependent member of his family, the upper age limit shall be such as may be specifically fixed by the Government from time to time.

5A. Increase in upper age limit:- Notwithstanding anything contained in rule 5, on and with effect from the commencement of the Punjab Civil Services (General and Common Conditions of Service) Amendment Rules, 2010, where in any other Service rules, or in Government instructions, the upper age limit for appointment to any Service or for any category or persons, if different from thirty-five years, it shall be deemed to have increased by two years.

6. Qualification etc.- Subject to the provisions of these rules, the number and character of posts, method or recruitment and educational qualifications and experience for appointment to a post or posts in a Service and the departmental examination, if any, shall be such as may be specified in the Service Rules made for that Service:

Provided that where appointment of Group 'A' and Group 'B' non- technical post is offered to a war hero, who has been discharged from defence services or para-military forces on account of disability suffered by him or his widow or dependent member of his family, under the instructions issued in this behalf by the Government, the educational qualification to be possessed by such person shall be graduation from a recognized university, Such person who is offered Group 'A' and Group 'B' or Group 'C' non-technical post, shall not, however, be required to possess experience of technical or non-technical post at the time of his initial appointment.

7. Probation.- (1) A person appointed to any post in the Service shall remain on probation for a period of three years, if recruited by direct appointment and one year if recruited otherwise:

Provided that, -

- (a) any period, after such appointment, spent on deputation on a corresponding or a higher post shall count towards the period of probation;
- (b) in the case of an appointment by transfer, any period of work on an equivalent or higher rank, prior to appointment to the Service, may in the discretion of the appointing authority, be allowed to count towards the period of probation;
- (c) any period of officiating appointment to the Service shall be reckoned as period spent on probation; and
- (d) any kind of leave not exceeding six months during or at the end of period of probation, shall be counted towards the period of probation.

(2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory or he has failed to pass the departmental examination, if any, prescribed in Service Rules within a period not exceeding *one and a half years from the date of appointment, it may,-

- (a) if such person is recruited by direct appointment, dispense with his service or revert him to a post on which he held lien prior to his appointment to the Service by direct appointment; and
- b) if such person is appointed otherwise –
 - (i) revert him to his former post; or
 - (ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.

(3) On the completion of the period of probation of a person, the appointing authority may-

- (a) if his work and conduct has in its opinion been satisfactory –

- (i) confirm such person, from the date of his appointment or from the date he completes his period of probation satisfactorily, if he is not already confirmed; or
 - (ii) declare that he has completed his probation satisfactorily, if he is already confirmed; or
- (b) If his work or conduct has not been, in its opinion, satisfactory or if he has failed to pass the departmental examination, if any, specified in the Service Rules -
 - (i) dispense with his services, if appointed by direct appointment or if appointed otherwise revert him to his former post, or deal with him in such other manner as the terms and conditions of his previous appointment may permit;
 - (ii) extend his period of probation and thereafter pass such order as it could have passed on the expiry of the period of probation as specified in sub-rule (1) :

Provided that the total period of probation including extension, if any, shall not exceed four years, if recruited by direct appointment and three years if appointed otherwise.

8. Seniority.-The seniority *inter se* of persons appointed to posts in each cadre of a Service shall be determined by the length of continuous service on such post in that cadre of the Service:

Provided that in the case of persons recruited by direct appointment who join within the period specified in the order of appointment or within such period as may be extended from time to time by appointing authority subject to a maximum of four months from the date of order of appointment, the order of merit determined by the Commission or the Board, as the case may be, shall not be disturbed:

Provided further that in case a person is permitted to join the post after the expiry of the said period of four months in consultation with the Commission or the Board, as the case may be, his seniority shall be determined from the date he joins the post:

Provided further that in case any person of the next selection has joined a post in the cadre of the concerned Service before the person referred to in the preceding proviso joins, the person so referred shall be placed below all the persons of the next selection, who join within the time specified in the first proviso:

Provided further that in the case of two or more persons appointed on the same date, their seniority shall be determined as follows : -

- (a) a person appointed by direct appointment shall be senior to a person appointed otherwise;
- (b) a person appointed by promotion shall be senior to a person appointed by transfer;
- (c) in the case of persons appointed by promotion or transfer, the seniority shall be determined according to the seniority of such persons in the appointment from which they were promoted or transferred ; and
- (d) in the case of persons appointed by transfer from different cadres their seniority shall be determined according to pay, preference being given to a person who was drawing a higher rate of pay in his previous appointment; and if the rates of pay drawn are also the same, then by their length of service in these appointments; and if the length of such service is also the same, an older person shall be shall be senior to a younger person :

*“Provided further that in the case of persons recruited by direct appointment in the same cadre obtaining equal marks, during same selection process, their inter-se-seniority shall be determined on the basis of their age. That is, an older person shall be senior to the younger person.”

Note.- Seniority of persons appointed on purely provisional basis or on ad hoc basis shall be determined as and when they are regularly appointed keeping in view the dates of such regular appointment.

9. Liability of members of Service to transfer.- A member of a Service may be transferred to any post whether included in any other service or not, on

the same terms and conditions as are specified in rule 3.17 of the Punjab Civil Service Rules, Volume-1 Part-1.

10. Liability to Serve.- A member of the Service shall be liable to serve at any place, whether within or out of the State of Punjab, on being ordered so to do by the appointing authority.

11. Leave, Pension and other matters.- In respect of pay, leave, pension and all other matters not expressly provided for in these rules, a member of Service shall be governed by such rules and regulations as may have been or may here after be adopted or made by the competent authority.

12. Discipline, penalties and appeals.-(1) In the matter of discipline, punishment and appeals, a member of a Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970, as amended from time to time.

(2) The authority empowered to impose penalties specified in rule 5 of Punjab Civil Services (Punishment and Appeal) Rules, 1970, and the appellate authority there under in respect of the Government employee shall be such as may be specified in the Service Rules.

13. Liability for vaccination and re-vaccination.- Every member of the Service shall get himself vaccinated and re-vaccinated when Punjab Government so directs by a special or general order.

14. Oath of allegiance.- Every member of the Service, unless he has already done so, shall be required to take oath of allegiance to India and to the Constitution of India as by law established.

***14A Minimum Educational and other Qualifications for appointment to the post of Senior Assistant by –**

Direct Appointment	Promotion
No person shall be given direct appointment to the post of Senior Assistant under the Punjab Government, unless he -	From amongst the clerks, who have an
(i) Possesses the Bachelor's Degree from a recognised University or Institution; and	experience of working as such
(ii) Qualifies in the competitive test specified by the	for a minimum

appointing authority from time to time; and	period of four
(iii) Possesses at least one hundred and twenty hours	years.
course with hands on experience in the use of Personal	
Computer or Information Technology in Office	
Productivity applications or Desktop Publishing	
applications from a Government recognised institution	
or a reputed institution, which is ISO 9001, certified	

OR

Possesses a Computer information Technology course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India;

(iii) The person so appointed as Senior Assistant in terms of the Provisions of sub-rule (1), shall have before his appointment, passed a test in English and Punjabi respectively typewriting on Computer to be conducted by the Board or the appointing authority or the Department of Information Technology, as the case may be, at a speed of thirty words per minute:

Provided that where appointment of Group 'B' non-technical post is offered to a War Hero, who has been discharged from Defence Services or dependent from Defence Services or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualifications to be possessed by such person shall be Graduate from a recognised University or Institution. However, such person shall not be required to qualify the test in Punjabi type-writing as provided in sub-rule (2)"

15. Minimum educational and other qualifications.-

- (1) (i) No person shall be given direct appointment to the post of Clerk under the Punjab Government unless he possesses the Bachelor's Degree from a recognised university or institution; and
- (ii) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognized institution or a reputed institution, which is ISO 9001, certified.

OR

Possesses a Computer information Technology course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Courses (DOEACC) of Government of India;

- (2) The person so appointed as Clerk in terms of the provisions of sub-rule (1) should have before his appointment passed **a test in English and Punjabi Typewriting respectively on computer, to be conducted by the Board or the appointing authority or the Department of Information Technology, as the case may be, at a speed of thirty words per minute.

Provided that where appointment of Group 'C' non-technical post is offered to a War Hero, who has been discharged from Defence services; or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualification to be possessed by such person shall be Graduate from a recognised university or institution. However, such person shall not be required to qualify the test in Punjabi typewriting as specified in sub-rule (2) ".

***15A. Minimum Educational and others Qualifications for appointment to the post of Senior Scale Stenographer by –**

Direct appointment	Promotion
No Person shall be given direct appointment to the post of Senior Scale	From amongst the Junior Scale Stenographers, who have an

-
- | | |
|---|---|
| Stenographer under the Punjab Government unless he – | experience of working as such for a minimum period of one year. |
| (i) Possesses the Bachelor's Degree from a recognised university or Institution; and | Provided that if the Junior Scale Stenographer is not available then from amongst the Steno typists, who have an experience of working as such for a minimum period of four years; and |
| (ii) Qualifies in a Stenography test in four paras (two in Punjabi and two in English language) containing 250 words each as follows :- | ii) Qualifies in a Stenography test in four paras (two in Punjabi and two in English language) containing 250 words each as follows:- |
| (a) the passage in Punjabi shall be directed at a speed of 100 words per minute in Punjabi language required to be transcribed these (at typewriter/computer) at a speed of 20 words per minute; and | (a) the passage in Punjabi shall be directed at a speed of 100 words per minute in Punjabi language required to be transcribed these (at typewriter/computer) at a speed of 20 words per minute; and |
| (b) The passage in English shall be directed at a speed of 60 words per minute in English language required to be transcribed these (at typewriter/computer) at the speed of 12 Words per minute. | (b) The passage in English shall be directed at a speed of 60 words per minute in English language required to be transcribed these (at typewriter/computer) at the speed of 12 Words per minute. |
| (iii) The candidates committing not more than 4% mistakes in aggregate and only if he/she qualifies the stenography test in both the languages shall be considered to have qualified the test for appointment as Senior Scale Stenographer. | (iii) The candidates committing not more than 4% mistakes in aggregate and only if he/she qualifies the stenography test in both the languages shall be considered to have qualify the test for promotion as Senior Scale Stenographer. |
| iv) Possesses at least one hundred and twenty hours course with hands on experience in the use | |

of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognized Institution or a reputed Institution, which is ISO 9001, certified.

OR

Possesses a computer Information Technology course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India.

16. Minimum educational and other qualifications for appointment to the post of Steno- typist or Junior Scale Stenographer.- No person shall be given direct appointment to a post of a Steno-typist or a Junior Scale Stenographer under the Punjab Government unless he :-

- (a) Possesses Bachelor's Degree from a recognized University or Institution; and
- (b) Qualifies a test in Punjabi Stenography to be held by the Board or by the appointing authority at a speed specified by the Government from time to time; and
- (c) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from Government recognized institution or a reputed institution, which is ISO 9001, certified

OR

Possesses a Computer Information Technology Course equivalent

to 'O' level certificate of Department of Electronics Accreditation of Computer Courses (DOEACC) of Government of India.

17. Knowledge of Punjabi Language.- No person shall be appointed to any post in any Service by direct appointment unless he has passed Matriculation examination with Punjabi as one of the compulsory or elective subjects or any other equivalent examination in Punjabi language, which may be specified by the Government from time to time:

Provided that where a person is appointed on compassionate grounds on priority basis under the instructions issued in this behalf by the government from time to time, the person so appointed shall have to pass an examination of Punjabi Language equivalent to Matriculation standard or he shall have to qualify a test conducted by the Language Wing of the Department of Education of Punjab Government within a period of six months from the date of his appointment:

Provided further that where educational qualifications for a post in any service are lower than Matriculation standard, then the person so appointed shall have to pass an examination of Punjabi Language equivalent to Middle standard:

Provided further that where a War Hero, who has been discharged from Defence Services or paramilitary forces on account of disability suffered by him or her widow or dependent member of his family, is appointed under the instructions issued in this behalf by the Government, the person so appointed will not be required to possess aforesaid knowledge of Punjabi Language:

Provided further that where a ward of Defence Service Personnel, who is a *bona fide* resident of Punjab State, is appointed by direct appointment, he shall have to pass an examination of Punjabi Language equivalent to Matriculation standard or he shall have to qualify a test conducted by the Language Wing of the Department of Education of Punjab Government within a period of two years from the date of his appointment.

18. Promotion to Group 'A' and Group 'B' Service.- (1) (a) For promotion to the post as Head of Department would be decided strictly on the basis of merit- cum- seniority as per the instructions issued by the Government from

time to time. The minimum benchmark for promotion for such post would be 'Very Good'. The officer who is graded, as 'Outstanding' would supersede the officer graded as 'Very Good'.

(b) For promotion to post falling in the Group 'A' other than Head of Department, the minimum benchmark will be 'Very Good' as per the instructions issued by the Government from time to time. These shall be no supersession on the basis of merit.

(c) For promotion to post falling in Group 'B' the minimum benchmark will be 'Good' and there shall be no supersession on the basis of merit.

(2) *Debarring for consideration for promotion of a Government Employee who refuses to accept promotion.*- In the event of refusal to accept promotion by a member of a Service, he shall be debarred by the appointing authority from consideration for promotion for all the consecutive chances which may occur in future within a period of two years from the date of such refusal to accept promotion:

Provided that in a case where the appointing authority is satisfied that a member of the Service has refused to accept promotion under the circumstances beyond his control, it may exempt such a member for reasons to be recorded therefore in writing from the operation of this rule.

19. Power to relax.- Where the Government is of the opinion that it is necessary or expedient so to do, it may by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons:

Provided that the provisions relating to educational qualifications and experience, if any, shall not be relaxed.

20. Over-riding effect.-The provisions of these rules shall have effect notwithstanding anything to the contrary contained in any rules for the time being in force for regulating the recruitment and conditions of service for appointment to public service and posts in connection with the affairs of the State.

2746 PUNJAB GOVT. GAZ. (EXTRA), OCTOBER 28, 2021
(KRTK 6, 1943 SAKA)

21. Interpretation.- If any question arises as to the interpretation of these rules, the government shall decided the same.

A.S CHATHA,
Chief Secretary to Government of Punjab.

KRISHAN KUMAR,
Secretary to Government of Punjab,
Department of Higher Education.

2430/10-2021/Pb. Govt. Press, S.A.S. Nagar

PART III

GOVERNMENT OF PUNJAB

DEPARTMENT OF HIGHER EDUCATION

(Education-1 Branch)

NOTIFICATION

The 26th October, 2021

No. G.S.R. 152Const./ Art. 309/2021.-In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and common conditions of Service of the persons appointed to the Punjab State Educational (Ministerial Staff of Higher Education Department Group 'B') Service, namely:-

RULES

1. Short title, commencement and application.-

(1). These rules may be called the Punjab State Educational (Ministerial Staff of Higher Education Department Group 'B') Service Rules, 2021.

(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.

(3) They shall apply to the posts specified in Appendix 'A'.

(4) The Members of the existing cadre whose Services are governed under the Punjab Education Department (Ministerial Staff of Headquarter) Group 'B' Service Rules, 2018, the Punjab Education Department (Ministerial Staff of Subordinate Offices) Group 'B' Service Rules, 2018 and the Punjab Education Department Ministerial Staff (Border Area) Group 'B' Service Rules, 2018 shall have the right to exercise the option to retain their present cadre or become members of newly created Service within three months from the date of commencement of these rules:

Provided that while exercising option, principle of seniority shall be the deciding factor keeping in view the number of posts in the Service:

Provided further that the present post held by the existing members of Service, who shall exercise the option to become members of the newly created Services shall remain protected as a measure personal irrespective of their future seniority position in the newly created Service:

Provided further that in case any employee does not exercise his option within the specified period, he shall be deemed to have opted for existing cadre:

Provided also that the option once exercised shall be final.

- 2. Definition.-** (1) In these rules, unless the context otherwise requires,-
- (a) 'Appendix' means an Appendix appended to these rules;
 - (b) 'Director' means the Director, Public Instructions (Colleges) Punjab;
 - (c) 'Existing members of Service' means the members of Service whose recruitment and general conditions of Service are governed and regulated under the Punjab Education Department (Ministerial Staff of Headquarter) Group 'B' Service Rules, 2018, the Punjab Education Department (Ministerial Staff of Subordinate Offices) Group 'B' Service Rules, 2018 and the Punjab Education Department Ministerial Staff (Border Area) Group 'B' Service Rules, 2018;
 - (d) 'Government' means the Government of Punjab in the Department of Higher Education; and
 - (e) 'Service' means Punjab State Educational (Ministerial Staff of Higher Education Department Group 'B') Service.
- (2) The words and expressions used, but not defined in these rules, shall have the same meaning as respectively assigned to them in the Punjab Civil Services (General and Common Conditions of Services) Rules, 1994.

- 3. Number and character of posts.-** The Service shall comprise the posts specified in Appendix 'A':

Provided that nothing in these rules shall affect the inherent right of the Government to add to or reduce the number of such posts or to create new posts with different designations and scales of pay whether permanently or temporarily.

- 4. Appointing Authority.-** Appointment to the Service shall be made by the Government.

- 5. Pay of members of the Service.-** The members of the Service shall be entitled to such scales of pay as may be authorized by the Department of Finance from time to time. The scales of pay, at present in force in respect of

the members of the Service, are given in Appendix 'A'.

6. Method of appointment, qualifications and experience.-

(1) All appointment to the Service shall be made in the manner specified in Appendix 'B':

Provided that if no suitable candidate is available for appointment to the Service by promotion or by direct appointment, the appointment to the Service shall be made by transfer of a person holding an analogous post under the State Government or Government of India.

(2) No person shall be appointed to the post in the Service, unless he possesses the qualifications and experience as specified against that post in Appendix 'B'.

(3) Appointment to the Service by promotion shall be made on seniority-cum-merit basis and no person shall have any right to claim promotion on the basis of seniority alone.

7. Discipline, punishment and appeal.- (1) In the matters of discipline, punishment and appeal, the members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970, as amended from time to time.

(2) The authority empowered to impose penalties as specified in rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970, in respect of the members of the Service and the appellate authority against an order as specified in the Punjab Civil Services (Punishment and Appeal) Rules, 1970, shall be as specified in Appendix 'C'.

8. Application of the Punjab Civil Services (General and Common Conditions of Services) Rules, 1994.- (1) In respect of the matters, which are not specifically provided in these rules, the members of the Service shall be governed by the provisions of the Punjab Civil Services (General and Common Conditions of Services) Rules, 1994, as amended from time to time.

(2) The Punjab Civil Services (General and Common Conditions of Services) Rules, 1994, at present in force, are contained in Appendix 'D'.

9. Interpretation.- If any question arises as to the interpretation of these rules, the Government, in consultation with the Department of Personnel, shall decide the same.

APPENDIX 'A'

[See rules 1(3), 3 and (5)]

Serial Num- ber	Designation of the post	Number of posts			Scale of pay +Grade Pay (in rupees)	Minimum Pay admissible as per instructions dated 17.07.2020
		Perma- nent		Tempo- rary	Total	
1	2	3	4	5	6	7
		Posts taken from Head Quarter	Posts taken from subor- dinate offices			8
1	Law Officer	2	-		2	10300- 34800+4200 35400 (Level 6)
2	Personal Assistant	1	-		1	10300- 34800+4800
3	Legal Assistant	4	-		4	10300- 34800+4200 35400 (Level 6)
4	Superintendent Grade-2	-	47	-	47	10300- 34800+4800
5	Senior Assistant	50			50	10300- 34800+4400 35400 (Level 6)
6	Senior Scale Stenographer	1			1	10300- 34800+4400 35400 (Level 6)

Note:- (1) The equal number of posts as taken from the Headquarter as specified in this Appendix shall be deemed to have been surrendered and excluded from 'the Punjab Education Department (Ministerial Staff of Headquarter) Group 'B' Service Rules, 2018.

(2) The equal number of posts as taken from the Subordinate Offices as specified in this Appendix shall be deemed to have been surrendered and excluded the Punjab Education Department (Ministerial Staff of Subordinate Offices) Group- 'B' Service Rules, 2018 and the Punjab Education Department Ministerial Staff (Border Area) Group 'B' Service Rules, 2018.

APPENDIX 'B'

[See rule 6]

Serial of the Post ber	Designation	Percentage of appointment by		Qualification and experience for appointment by		Num-
		Direct Appoint- ment	Promotion	Direct Appoint- ment	Promotion	
1	2	3	4	5	6	
1	Law Officer	Fifty percent	Fifty percent	Should have passed a professional Degree in Law from a recognized university or institution, who have at least three years experience as an Advocate at Bar.	From amongst the Legal Assistants working under the control of the Director who have experience of working as such for a minimum period of five years.	
2	Personal Assistant	-	Hundred percent	-	From amongst the Senior Scale Stenographers working under the control of the Director who have an experience of working as such for a minimum period of five years.	
3	Legal Assistant	Twenty- five percent	Seventy- five percent	Should have passed a professional Degree in Law from recognized university or institution having minimum two	From amongst the Ministerial staff and other Non-Teaching staff working under the control of the Director who have passed professional Degree in Law from recognized university or institution and who have	

				years experience at Bar.	an experience of working as such for a minimum period of two years.
4	Superintendent Grade-2	As per the decision of the State Government taken in the meeting held on 27th May, 2021 of the Officer's Committee and conveyed vide I.D No. PERS-PP4/22/2021-1PP4/447, dated the 28th May, 2021, the cadre of the Superintendents Grade-2 is declared as diminishing one. The existing vacant posts and posts to be fallen vacant due to retirement of existing incumbents or due to any other reason, whatsoever, shall automatically be converted into the post of Senior Assistants.			
5	Senior Assistant	Twenty- five percent	Seventy- five percent	As per provisions contained in the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, as amended from time to time for the post of Senior Assistant	As per provisions contained in the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, as amended from time to time for the post of Senior Assistant.
6	Senior Scale Stenographer	-	Hundred percent	-	As per provisions contained in the Punjab Civil Services (General and Common Conditions of service) Rules, 1994, as amended from time to time for the post of Senior Scale Stenographer.

APPENDIX 'C'

[See rule 7]

Serial No.	Name of the post	Nature of *penalty or @order	Authority empowered to impose penalty or pass order	Appellate authority
1	2	3	4	
1	Law Officer	Penalty under rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970.	Secretary In-Charge	Minister In-Charge
2	Personal Assistant	Penalty under rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970.	Secretary In-Charge	Minister In-Charge
3	Legal Assistant	Penalty under rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970.	Secretary In-Charge	Minister In-Charge
4	Superintendent Grade-2	Penalty under rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970.	Secretary In-Charge	Minister In-Charge
5	Senior Assistant	Penalty under rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970.	Secretary In-Charge	Minister In-Charge
6	Senior Scale Stenographer	Penalty under rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970.	Secretary In-Charge	Minister In-Charge

APPENDIX 'D'

(See rule 8)

GOVERNMENT OF PUNJAB

DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS
(PERSONNEL POLICIES BRANCH -1)

NOTIFICATION

The 4th May 1994

No. G.S.R. 33/ Const./Art 309/94.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and general and common conditions of service of persons appointed to Group 'A' , Group 'B' and Group 'C' services in connection with the affairs of the State of Punjab, namely :-

- 1. Short title, commencement and application.**— (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994 as amended from time to time.
 - (2) They shall come into force at once.
 - (3) They shall apply to all the posts in Group 'A' Group 'B' and Group 'C' services in connection with the affairs of the State of Punjab.
- 2. Definitions.**— In these rules, unless the context otherwise requires-
 - (a) "appointing authority" means an appointing authority specified as such in the Service Rules made under Article 309 of the Constitution of India in respect of any service or post in connection with the affairs of the State of Punjab;
 - (b) "Board" means the Subordinate Services Selection Board, Punjab or any other authority constituted to perform its functions;
 - (c) " Commission" means the Punjab Public Service Commission;
 - (d) "direct appointment " means an appointment made otherwise than by promotion or by transfer of a person already in the service of Government of India or of a State Government;

- (e) "Government" means the Government of the State of Punjab in the Department of Personnel and Administrative Reforms;
- (f) "recognized university or institution" means,-
 - (i) any university or institution incorporated by law in any of the State of India; or
 - (ii) any other university or institution, which is declared by the government to be a recognized university or institution for the purposes of these rules;
- (g) "Service" means any Group 'A' Service, Group 'B' Service or Group 'C' Service, constituted in connection with the affairs of the State of Punjab as per scales given in the Appendix;
- (h) 'Service Rules' means the service rules made under Article 309 of the Constitution of India regulating the recruitment and conditions of service other than the general and common conditions of service of persons appointed to any service or post in connection with the affairs of the State of Punjab; and
 - (i) "War Hero" means a defence services personnel or a para-military forces personnel, who is a bona fide resident of Punjab State and has been killed or discharged from service on account of disability suffered by him on or after 1st January, 1999, while fighting in a war declared so by Government of India, in operations in Kargil or any other sector in J. and K. in the on going conflict with Pakistan other operations which may be notified by the State Government to have been undertaken for preserving the unity and integrity of the Country; or
 - (ii) a defence services personnel or a para-military forces personnel who was a bona fide resident of Punjab State and was posthumously decorated with Parmvir Chakra, Mahavir or Vir Chakra: provided that,-
- (a) In exceptional instances, the cases of such War Heroes may also be covered, with the prior approval of the Department of Personnel who though bona fide residents of Punjab State are yet closely

connected to the State of Punjab ;

- (b) In the case of War Heroes, falling in the category (ii) above, the benefits to be given by the State Government will be restricted only to the first generation dependent members/ next of the kin.

Note:- The Government reserves the right to include any other category of Awardees for the purpose of providing employment to the category of War Heroes, as may be notified.

3. Nationality, domicile and character of persons appointed to the Service.- (1) No person shall be appointed to the Service unless he is, -

- (a) a Citizen of India ; or
- (b) a Citizen of Nepal; or
- (c) a subject of Bhutan ; or
- (d) a Tibetan refugee who came over to India before the 1st day of January, 1962 With the intention of permanently settling in India; or
- (e) a person of India origin who has migrated from Pakistan, Burma, Sri Lanka and East African Countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India:

Provided that a person belonging to any of the categories (b), (c), (d) and

(e) shall be a person in whose favour a certificate of eligibility has been given by the Government of Punjab in the Department of Home Affairs and Justice.

- (2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or the Board, as the case may be, on his furnishing proof that he has applied for the certificate but he shall not be appointed to the Service unless the necessary certificate is given to him by the Government of Punjab in the Department of Home Affairs and Justice.

- (3) No person shall be recruited to the Service by direct appointment, unless he produces ,-
- (a) a certificate of character from the Principal Academic Officer of the university, college, school or institution last attended, if any, and similar certificates from two responsible persons not being his relative, who are well acquainted with him in his private life and are unconnected with his university, college, school or institution; and
 - (b) an affidavit to the effect that he was never convicted for any criminal offence involving moral turpitude and that he was never dismissed or removed from service of any State Government or of Government of India, or of any Public Sector Undertaking.

4. Disqualifications.- (1) No person,-

- (a) who has entered into or contracted a marriage with a person having a spouse living ; or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the Service: Provided that the Government, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. Age.— (1) No person shall be recruited to the Service by direct appointment, if he is less than eighteen years or is more than thirty seven years of age in the case of technical and non-technical posts on the first day of January of the year immediately preceding the last date, fixed for submission of applications by the Commission or the Board, as the case may be]

Provided that where different lower and upper age limits have been specifically prescribed for posts in the Service Rules, these limits shall be made applicable for appointment to such posts:

Provided further that the upper age limit may be relaxed up to forty-five years in the case of persons already in the employment of the Punjab Government, other State Government or the government of India:

Provided further that in the case of candidates belonging to Scheduled Castes and other Backward Class, the upper age limit shall be such as may be fixed by the Government from time to time.

- (2) In the case of ex-servicemen, the upper age limit shall be such as has been prescribed in the Punjab Recruitment of Ex-servicemen Rules, 1982 as amended from time to time.
- (3) In the case of appointment on compassionate grounds on priority basis, the upper age limit shall be such as may be specifically fixed by the Government from time to time.
- (4) In the case of appointment of a war Hero, who has been discharged from defence services or para-military forces on account of disability suffered by him or his widow or dependent member of his family, the upper age limit shall be such as may be specifically fixed by the Government from time to time.

5A. Increase in upper age limit:- Notwithstanding anything contained in rule 5, on and with effect from the commencement of the Punjab Civil Services (General and Common Conditions of Service) Amendment Rules, 2010, where in any other Service rules, or in Government instructions, the upper age limit for appointment to any Service or for any category or persons, if different from thirty-five years, it shall be deemed to have increased by two years.

6. Qualification etc.- Subject to the provisions of these rules, the number and character of posts, method or recruitment and educational qualifications and experience for appointment to a post or posts in a Service and the departmental examination, if any, shall be such as may be specified in the Service Rules made for that Service:

Provided that where appointment of Group 'A' and Group 'B' non- technical post is offered to a war hero, who has been discharged from defence services or para-military forces on account of disability suffered by him or his widow or dependent member of his family, under the instructions issued in this behalf by the Government, the educational qualification to be possessed by such person shall be graduation from a recognized university, Such person who is offered

Group 'A' and Group 'B' or Group 'C' non-technical post, shall not, however, be required to possess experience of technical or non-technical post at the time of his initial appointment.

7. Probation.- (1) A person appointed to any post in the Service shall remain on probation for a period of three years, if recruited by direct appointment and one year if recruited otherwise:

Provided that, -

- (a) any period, after such appointment, spent on deputation on a corresponding or a higher post shall count towards the period of probation;
- (b) in the case of an appointment by transfer, any period of work on an equivalent or higher rank, prior to appointment to the Service, may in the discretion of the appointing authority, be allowed to count towards the period of probation;
- (c) any period of officiating appointment to the Service shall be reckoned as period spent on probation; and
- (d) any kind of leave not exceeding six months during or at the end of period of probation, shall be counted towards the period of probation.

(2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory or he has failed to pass the departmental examination, if any, prescribed in Service Rules within a period not exceeding *one and a half years from the date of appointment, it may,-

- (a) if such person is recruited by direct appointment, dispense with his service or revert him to a post on which he held lien prior to his appointment to the Service by direct appointment; and
- b) if such person is appointed otherwise –
 - (i) revert him to his former post; or
 - (ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.

(3) On the completion of the period of probation of a person, the appointing authority may-

- (a) if his work and conduct has in its opinion been satisfactory –
 - (i) confirm such person, from the date of his appointment or from the date he completes his period of probation satisfactorily, if he is not already confirmed; or
 - (ii) declare that he has completed his probation satisfactorily, if he is already confirmed; or
- (b) If his work or conduct has not been, in its opinion, satisfactory or if he has failed to pass the departmental examination, if any, specified in the Service Rules -
 - (i) dispense with his services, if appointed by direct appointment or if appointed otherwise revert him to his former post, or deal with him in such other manner as the terms and conditions of his previous appointment may permit;
 - (ii) extend his period of probation and thereafter pass such order as it could have passed on the expiry of the period of probation as specified in sub-rule (1) :

Provided that the total period of probation including extension, if any, shall not exceed four years, if recruited by direct appointment and three years if appointed otherwise.

8. Seniority.-The seniority inter se of persons appointed to posts in each cadre of a Service shall be determined by the length of continuous service on such post in that cadre of the Service:

Provided that in the case of persons recruited by direct appointment who join within the period specified in the order of appointment or within such period as may be extended from time to time by appointing authority subject to a maximum of four months from the date of order of appointment, the order of merit determined by the Commission or the Board, as the case may be, shall not be disturbed:

Provided further that in case a person is permitted to join the post after

the expiry of the said period of four months in consultation with the Commission or the Board, as the case may be, his seniority shall be determined from the date he joins the post:

Provided further that in case any person of the next selection has joined a post in the cadre of the concerned Service before the person referred to in the preceding proviso joins, the person so referred shall be placed below all the persons of the next selection, who join within the time specified in the first proviso:

Provided further that in the case of two or more persons appointed on the same date, their seniority shall be determined as follows : -

- (a) a person appointed by direct appointment shall be senior to a person appointed otherwise;
- (b) a person appointed by promotion shall be senior to a person appointed by transfer;
- (c) in the case of persons appointed by promotion or transfer, the seniority shall be determined according to the seniority of such persons in the appointment from which they were promoted or transferred ; and
- (d) in the case of persons appointed by transfer from different cadres their seniority shall be determined according to pay, preference being given to a person who was drawing a higher rate of pay in his previous appointment; and if the rates of pay drawn are also the same, then by their length of service in these appointments; and if the length of such service is also the same, an older person shall be shall be senior to a younger person :

*“Provided further that in the case of persons recruited by direct appointment in the same cadre obtaining equal marks, during same selection process, their inter-se-seniority shall be determined on the basis of their age. That is, an older person shall be senior to the younger person.”

Note.- Seniority of persons appointed on purely provisional basis or on ad hoc basis shall be determined as and when they are regularly

appointed keeping in view the dates of such regular appointment.

9. Liability of members of Service to transfer.- A member of a Service may be transferred to any post whether included in any other service or not, on the same terms and conditions as are specified in rule 3.17 of the Punjab Civil Service Rules, Volume-1 Part-1.

10. Liability to Serve.- A member of the Service shall be liable to serve at any place, whether within or out of the State of Punjab, on being ordered so to do by the appointing authority.

11. Leave, Pension and other matters.- In respect of pay , leave, pension and all other matters not expressly provided for in these rules, a member of Service shall be governed by such rules and regulations as may have been or may here after be adopted or made by the competent authority.

12. Discipline, penalties and appeals.-(1) In the matter of discipline, punishment and appeals, a member of a Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970, as amended from time to time.

(2) The authority empowered to impose penalties specified in rule 5 of Punjab Civil Services (Punishment and Appeal) Rules, 1970, and the appellate authority there under in respect of the Government employee shall be such as may be specified in the Service Rules.

13. Liability for vaccination and re-vaccination.- Every member of the Service shall get himself vaccinated and re-vaccinated when Punjab Government so directs by a special or general order.

14. Oath of allegiance.- Every member of the Service, unless he has already done so, shall be required to take oath of allegiance to India and to the Constitution of India as by law established.

***14A Minimum Educational and other Qualifications for appointment to the post of Senior Assistant by –**

Direct Appointment	Promotion
No person shall be given direct appointment to the post of Senior Assistant under the Punjab Government, unless he-	From amongst the clerks, who

- | | |
|--|--|
| (i) Possesses the Bachelor's Degree from a recognised University or Institution; and | have an |
| (ii) Qualifies in the competitive test specified by the appointing authority from time to time; and | experience |
| (iii) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognised institution or a reputed institution, which is ISO 9001, certified | of working
as such for a
minimum
period of
four years. |

OR

Possesses a Computer information Technology course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India;

(iii) The person so appointed as Senior Assistant in terms of the Provisions of sub-rule (1), shall have before his appointment, passed a test in English and Punjabi respectively typewriting on Computer to be conducted by the Board or the appointing authority or the Department of Information Technology, as the case may be, at a speed of thirty words per minute:

Provided that where appointment of Group 'B' non-technical post is offered to a War Hero, who has been discharged from Defence Services or dependent from Defence Services or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualifications to be possessed by such person shall be Graduate from a recognised University or Institution. However, such person shall not be required to qualify the test in Punjabi type-writing as provided in sub-rule (2)"

15. Minimum educational and other qualifications.-

- (1) (i) No person shall be given direct appointment to the post of Clerk under the Punjab Government unless he possesses the Bachelor's Degree from a recognised university or institution; and
- (ii) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognized institution or a reputed institution, which is ISO 9001, certified.

OR

Possesses a Computer information Technology course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Courses (DOEACC) of Government of India;

- (2) The person so appointed as Clerk in terms of the provisions of sub-rule (1) should have before his appointment passed **a test in English and Punjabi Typewriting respectively on computer, to be conducted by the Board or the appointing authority or the Department of Information Technology, as the case may be, at a speed of thirty words per minute.

Provided that where appointment of Group 'C' non-technical post is offered to a War Hero, who has been discharged from Defence services; or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualification to be possessed by such person shall be Graduate from a recognised university or institution. However, such person shall not be required to qualify the test in Punjabi typewriting as specified in sub-rule (2) ".

***15A. Minimum Educational and others Qualifications for appointment to the post of Senior Scale Stenographer by –**

Direct appointment	Promotion
No Person shall be given direct appointment to the post of Senior Scale	From amongst the Junior Scale Stenographers, who have an

- | | |
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| <p>Stenographer under the Punjab Government unless he –</p> <p>(i) Possesses the Bachelor's Degree from a recognised university or Institution; and</p> <p>(ii) Qualifies in a Stenography test in four paras (two in Punjabi and two in English language) containing 250 words each as follows :-</p> <p>(a) the passage in Punjabi shall be directed at a speed of 100 words per minute in Punjabi language required to be transcribed these (at typewriter/computer) at a speed of 20 words per minute; and</p> <p>(b) The passage in English shall be directed at a speed of 60 words per minute in English language required to be transcribed these (at typewriter/computer) at the speed of 12 Words per minute.</p> <p>(iii) The candidates committing not more than 4% mistakes in aggregate and only if he/she qualifies the stenography test in both the languages shall be considered to have qualified the test for appointment as Senior Scale Stenographer.</p> <p>iv) Possesses at least one hundred and twenty hours course with hands on experience in the use</p> | <p>experience of working as such for a minimum period of one year.</p> <p>Provided that if the Junior Scale Stenographer is not available then from amongst the Steno typists, who have an experience of working as such for a minimum period of four years; and</p> <p>ii) Qualifies in a Stenography test in four paras (two in Punjabi and two in English language) containing 250 words each as follows:-</p> <p>(a) the passage in Punjabi shall be directed at a speed of 100 words per minute in Punjabi language required to be transcribed these (at typewriter/computer) at a speed of 20 words per minute; and</p> <p>(b) The passage in English shall be directed at a speed of 60 words per minute in English language required to be transcribed these (at typewriter/computer) at the speed of 12 Words per minute.</p> <p>(iii) The candidates committing not more than 4% mistakes in aggregate and only if he/she qualifies the stenography test in both the languages shall be considered to have qualify the test for promotion as Senior Scale Stenographer.</p> |
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of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognized Institution or a reputed Institution, which is ISO 9001, certified.

OR

Possesses a computer Information Technology course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India.

16. Minimum educational and other qualifications for appointment to the post of Steno- typist or Junior Scale Stenographer.- No person shall be given direct appointment to a post of a Steno-typist or a Junior Scale Stenographer under the Punjab Government unless he :-

- (a) Possesses Bachelor's Degree from a recognized University or Institution; and
- (b) Qualifies a test in Punjabi Stenography to be held by the Board or by the appointing authority at a speed specified by the Government from time to time; and
- (c) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from Government recognized institution or a reputed institution, which is ISO 9001, certified

OR

Possesses a Computer Information Technology Course equivalent

to 'O' level certificate of Department of Electronics Accreditation of Computer Courses (DOEACC) of Government of India.

17. Knowledge of Punjabi Language.- No person shall be appointed to any post in any Service by direct appointment unless he has passed Matriculation examination with Punjabi as one of the compulsory or elective subjects or any other equivalent examination in Punjabi language, which may be specified by the Government from time to time:

Provided that where a person is appointed on compassionate grounds on priority basis under the instructions issued in this behalf by the government from time to time, the person so appointed shall have to pass an examination of Punjabi Language equivalent to Matriculation standard or he shall have to qualify a test conducted by the Language Wing of the Department of Education of Punjab Government within a period of six months from the date of his appointment:

Provided further that where educational qualifications for a post in any service are lower than Matriculation standard, then the person so appointed shall have to pass an examination of Punjabi Language equivalent to Middle standard:

Provided further that where a War Hero, who has been discharged from Defence Services or paramilitary forces on account of disability suffered by him or her widow or dependent member of his family, is appointed under the instructions issued in this behalf by the Government, the person so appointed will not be required to possess aforesaid knowledge of Punjabi Language:

Provided further that where a ward of Defence Service Personnel, who is a bona fide resident of Punjab State, is appointed by direct appointment, he shall have to pass an examination of Punjabi Language equivalent to Matriculation standard or he shall have to qualify a test conducted by the Language Wing of the Department of Education of Punjab Government within a period of two years from the date of his appointment.

18. Promotion to Group 'A' and Group 'B' Service.- (1) (a) For promotion to the post as Head of Department would be decided strictly on the basis of merit- cum- seniority as per the instructions issued by the Government from

time to time. The minimum benchmark for promotion for such post would be 'Very Good'. The officer who is graded, as 'Outstanding' would supersede the officer graded as 'Very Good'.

(b) For promotion to post falling in the Group 'A' other than Head of Department, the minimum benchmark will be 'Very Good' as per the instructions issued by the Government from time to time. These shall be no supersession on the basis of merit.

(c) For promotion to post falling in Group 'B' the minimum benchmark will be 'Good' and there shall be no supersession on the basis of merit.

(2) *Debarring for consideration for promotion of a Government Employee who refuses to accept promotion.*- In the event of refusal to accept promotion by a member of a Service, he shall be debarred by the appointing authority from consideration for promotion for all the consecutive chances which may occur in future within a period of two years from the date of such refusal to accept promotion:

Provided that in a case where the appointing authority is satisfied that a member of the Service has refused to accept promotion under the circumstances beyond his control, it may exempt such a member for reasons to be recorded therefore in writing from the operation of this rule.

19. Power to relax.- Where the Government is of the opinion that it is necessary or expedient so to do, it may by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons:

Provided that the provisions relating to educational qualifications and experience, if any, shall not be relaxed.

20. Over-riding effect.-The provisions of these rules shall have effect notwithstanding anything to the contrary contained in any rules for the time being in force for regulating the recruitment and conditions of service for appointment to public service and posts in connection with the affairs of the State.

2770 PUNJAB GOVT. GAZ. (EXTRA), OCTOBER 28, 2021
(KRTK 6, 1943 SAKA)

21. Interpretation.- If any question arises as to the interpretation of these rules, the government shall decided the same.

A.S CHATHA,
Chief Secretary to Government of Punjab.

KRISHAN KUMAR,
Secretary to Government of Punjab,
Department of Higher Education.

2430/10-2021/Pb. Govt. Press, S.A.S. Nagar

PART III

GOVERNMENT OF PUNJAB

DEPARTMENT OF HIGHER EDUCATION

(Education-1 Branch)

NOTIFICATION

The 26th October, 2021

No. G.S.R. 153Const./Art.309/2021.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and common conditions of Service of the persons appointed to the Punjab State Educational (Ministerial Staff of Higher Education Department Group 'C') Service, namely:-

RULES

1. Short title, commencement and application.-

(1) These rules may be called the Punjab State Educational (Ministerial Staff of Higher Education Department Group 'C') Service Rules, 2021.

(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.

(3) They shall apply to the posts specified in Appendix 'A'.

(4) The Members of the existing cadre whose Services are governed under the Punjab Education Department Ministerial and Non-Teaching Staff (Headquarter) Group C Service Rules, 2018, the Punjab Education Department (Ministerial Staff of Subordinate Offices) Group 'C' Service Rules, 2018 and the Punjab Education Department Ministerial and Non-Teaching Staff (Border Area) Group 'C' Service Rules, 2018 shall have the right to exercise the option to retain their present cadre or become members of newly created Service within three months from the date of commencement of these rules:

Provided that while exercising option, principle of seniority shall be the deciding factor keeping in view the number of posts in the Service:

Provided further that the present post held by the existing members of the Service, who shall exercise the option to become members of the newly created Services shall remain protected as a measure personal irrespective of their future seniority position in the newly created Service:

Provided further that in case any employee does not exercise his option within the specified period, he shall be deemed to have opted for existing cadre:

Provided also that the option once exercised shall be final.

2. Definition.- (1) In these rules, unless the context otherwise requires:-

- (a) 'Appendix' means an Appendix appended to these rules,-
 - (b) 'Director' means the Director, Public Instructions (Colleges) Punjab;
 - (c) 'Existing members of Service' means the members of Service whose recruitment and general conditions of Service are governed and regulated under the Punjab Education Department Ministerial and Non-Teaching Staff (Headquarter) Group 'C' Service Rules, 2018, the Punjab Education Department (Ministerial Staff of Subordinate Offices) Group 'C' Service Rules, 2018 and the Punjab Education Department Ministerial and Non-Teaching Staff (Border Area) Group 'C' Service Rules, 2018;
 - (d) 'Government' means the Government of Punjab in the Department of Higher Education; and
 - (e) 'Service' means Punjab State Educational (Ministerial Staff of Higher Education Department Group 'C') Service.
- (2) The words and expressions used, but not defined in these rules, shall have the same meaning as respectively assigned to them in the Punjab Civil Services (General and Common Conditions of Services) Rules, 1994.

3. Number and character of posts.- The Service shall comprise the posts specified in Appendix 'A':

Provided that nothing in these rules shall affect the inherent right of the Government to add to or reduce the number of such posts or to create new posts with different designations and scales of pay whether permanently or temporarily.

4. Appointing Authority.- Appointment to the Service shall be made by the Director.

5. Pay of members of the Service.- The members of the Service shall be entitled to such scales of pay as may be authorized by the Department of

Finance from time to time. The scales of pay, at present in force in respect of the members of the Service, are given in Appendix 'A'.

6. Method of appointment, qualifications and experience.-

(1) All appointment to the Service shall be made in the manner specified in Appendix 'B':

Provided that if no suitable candidate is available for appointment to the Service by promotion or by direct appointment, the appointment to the Service shall be made by transfer of a person holding an analogous post under the State Government or Government of India.

(2) No person shall be appointed to the post in the Service, unless he possesses the qualifications and experience as specified against that post in Appendix 'B'.

(3) Appointment to the Service by promotion shall be made on seniority-cum-merit basis and no person shall have any right to claim promotion on the basis of seniority alone.

7. Discipline, punishment and appeal.- (1) In the matters of discipline, punishment and appeal, the members of the Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970, as amended from time to time.

(2) The authority empowered to impose penalties as specified in rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970, in respect of the members of the Service and the appellate authority against an order as specified in the Punjab Civil Services (Punishment and Appeal) Rules, 1970, shall be as specified in Appendix 'C'.

8. Application of the Punjab Civil Services (General and Common Conditions of Services) Rules, 1994.- (1) In respect of the matters, which are not specifically provided in these rules, the members of the Service shall be governed by the provisions of the Punjab Civil Services (General and Common Conditions of Services) Rules, 1994, as amended from time to time.

(2) The Punjab Civil Services (General and Common Conditions of Services) Rules, 1994, at present in force, are contained in Appendix 'D'.

(3) **Interpretation.-**If any question arises as to the interpretation of these rules, the Government, in consultation with the Department of Personnel, shall decide the same.

APPENDIX 'A'

[See rules 1(3), 3 and (5)]

Serial Num- ber	Designation of the post	Number of posts			Scale of pay +Grade Pay (in rupees)	Minimum Pay admissible as per instructions dated 17th July, 2020	
		Perma- nent	Tempo- rary	Total			
1	2	3	4	5	6	7	8
		Posts taken from Head Quarter	Posts taken from subor- dinate offices				
1	Junior Scale Stenographer	2		-	2	10300- 34800+3600	29200 (Level 5)
2	Steno-typist	2	45	-	47	10300- 34800+3200	21700 (Level 3)
3	Clerk-cum- Data Entry Operator	40	147	-	187	10300- 34800+3200	19900 (level 2)
4	Clerk (Legal)	16	50		66	10300- 34800+3200	19900 (level 2)
5	Driver	1		-	1	5910- 20210+2400	

Note:- (1) The equal number of posts as taken from the Headquarter as specified in this Appendix shall be deemed to have been surrendered and excluded from the Punjab Education Department Ministerial and Non-Teaching Staff (Headquarter) Group 'C' Service Rules, 2018.

(2) The equal number of posts as taken from the Subordinate Offices as specified in this Appendix shall be deemed to have been surrendered and excluded from the Punjab Education Department (Ministerial Staff of Subordinate Offices) Group 'C' Service Rules, 2018 and the Punjab Education Department Ministerial and Non-Teaching Staff (Border Area) Group 'C' Service Rules, 2018.

APPENDIX 'B'

[See rule 6]

Serial of the Post ber	Designation	Percentage of appointment by		Qualification and experience for appointment by		Num-
		Direct Appoint- ment	Promotion	Direct Appoint- ment	Promotion	
1	2	3	4	5	6	
1	Junior Scale Stenographer	Twenty- five percent	Seventy- five percent	As per provisions contained in the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, as amended from time to time for the post of Junior Scale Stenographer.	From amongst the Steno- typists who have an experience of working as such for a minimum period of three years and qualifies a Stenography test in Punjabi and English to be held by the appointing authority at a speed specified by the Government from time to time.	
2	Steno-typist	Hundred percent	-	As per provisions contained in the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, as amended from time to time for the post of Steno-typist.	-	
3	Clerk-cum- Data Entry Operator	Eighty- five percent	Fifteen percent	As per provisions contained in the Punjab Civil Services	(i) From amongst the Group 'C' employees(whose pay scale is less than the pay scale of Clerk) working under	

				(General and Common Conditions of Service) Rules, 1994, as amended from time to time for the post of Clerk.	the control of the Director who have an experience of working as such for a minimum period of two years or Group-D employees, working under the control of the Director who have an experience of working as such for a minimum period of five years and minimum educational qualification of Matriculation (with Punjabi); (ii) Qualifies a typing test in English and Punjabi, on computer to be conducted by the appointing authority or Department of Information Technology at a speed of thirty words per minute; and (iii) The probation period shall be cleared only after possessing a course of at least one hundred and twenty hours with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications.
4	Clerk (Legal)	Hundred percent	-	Should have passed a Degree in Law from a recognized University or Institution.	-

2778 PUNJAB GOVT. GAZ. (EXTRA), OCTOBER 28, 2021
(KRTK 6, 1943 SAKA)

5	Driver	Hundred percent	-	(i) Should have passed Matriculation examination or its equivalent from a recognized Board or Institution; and (ii) Should have valid Driving License for Light Motor Vehicles (Commercial) with four years experience as Driver.	-
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APPENDIX 'C'

[See rule 7]

Serial No.	Name of the post	Nature of penalty/ or order	Authority empowered to impose penalty or pass order	Appellate authority
1	2	3	4	5
1	Junior Scale Stenographer	Penalty under rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970.	Director	Secretary In-charge
2	Steno-Typist	Penalty under rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970.	Director	Secretary In-charge
3	Clerk-cum-Data Entry Operator	Penalty under rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970.	Director	Secretary In-charge
4	Clerk (Legal)	Penalty under rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970.	Director	Secretary In-charge
5	Driver	Penalty under rule 5 of the Punjab Civil Services (Punishment and Appeal) Rules, 1970.	Director	Secretary In-charge

APPENDIX 'D'

(See rule 8)

GOVERNMENT OF PUNJAB

DEPARTMENT OF PERSONNEL AND ADMINISTRATIVE REFORMS
(PERSONNEL POLICIES BRANCH -1)

NOTIFICATION

The 4th May 1994

No. G.S.R. 33/ Const./Art 309/94.- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling in this behalf, the Governor of Punjab is pleased to make the following rules regulating the recruitment and general and common conditions of service of persons appointed to Group 'A' , Group 'B' and Group 'C' services in connection with the affairs of the State of Punjab, namely :-

- 1. Short title, commencement and application.**— (1) These rules may be called the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994 as amended from time to time.
 - (2) They shall come into force at once.
 - (3) They shall apply to all the posts in Group 'A' Group 'B' and Group 'C' services in connection with the affairs of the State of Punjab.
- 2. Definitions.**— In these rules, unless the context otherwise requires-
 - (a) "appointing authority" means an appointing authority specified as such in the Service Rules made under Article 309 of the Constitution of India in respect of any service or post in connection with the affairs of the State of Punjab;
 - (b) "Board" means the Subordinate Services Selection Board, Punjab or any other authority constituted to perform its functions;
 - (c) " Commission" means the Punjab Public Service Commission;
 - (d) "direct appointment " means an appointment made otherwise than by promotion or by transfer of a person already in the service of Government of India or of a State Government;

- (e) "Government" means the Government of the State of Punjab in the Department of Personnel and Administrative Reforms;
- (f) "recognized university or institution" means,-
 - (i) any university or institution incorporated by law in any of the State of India; or
 - (ii) any other university or institution, which is declared by the government to be a recognized university or institution for the purposes of these rules;
- (g) "Service" means any Group 'A' Service, Group 'B' Service or Group 'C' Service, constituted in connection with the affairs of the State of Punjab as per scales given in the Appendix;
- (h) 'Service Rules' means the service rules made under Article 309 of the Constitution of India regulating the recruitment and conditions of service other than the general and common conditions of service of persons appointed to any service or post in connection with the affairs of the State of Punjab; and
 - (i) "War Hero" means a defence services personnel or a para-military forces personnel, who is a *bona fide* resident of Punjab State and has been killed or discharged from service on account of disability suffered by him on or after 1st January, 1999, while fighting in a war declared so by Government of India, in operations in Kargil or any other sector in J. and K. in the on going conflict with Pakistan other operations which may be notified by the State Government to have been undertaken for preserving the unity and integrity of the Country; or
 - (ii) a defence services personnel or a para-military forces personnel who was a *bona fide* resident of Punjab State and was posthumously decorated with Parmvir Chakra, Mahavir or Vir Chakra: provided that,-
- (a) In exceptional instances, the cases of such War Heroes may also be covered, with the prior approval of the Department of Personnel who though *bona fide* residents of Punjab State are yet closely

connected to the State of Punjab ;

- (b) In the case of War Heroes, falling in the category (ii) above, the benefits to be given by the State Government will be restricted only to the first generation dependent members/ next of the kin.

Note:- The Government reserves the right to include any other category of Awardees for the purpose of providing employment to the category of War Heroes, as may be notified.

3. Nationality, domicile and character of persons appointed to the Service.- (1) No person shall be appointed to the Service unless he is, -

- (a) a Citizen of India ; or
(b) a Citizen of Nepal; or
(c) a subject of Bhutan ; or
(d) a Tibetan refugee who came over to India before the 1st day of January, 1962 With the intention of permanently settling in India; or
(e) a person of India origin who has migrated from Pakistan, Burma, Sri Lanka and East African Countries of Kenya, Uganda and United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India:

Provided that a person belonging to any of the categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been given by the Government of Punjab in the Department of Home Affairs and justice.

- (2) A person in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the Commission or the Board, as the case may be, on his furnishing proof that he has applied for the certificate but he shall not be appointed to the Service unless the necessary certificate is given to him by the Government of Punjab in the Department of Home Affairs and Justice.

- (3) No person shall be recruited to the Service by direct appointment, unless he produces , -
- (a) a certificate of character from the Principal Academic Officer of the university, college, school or institution last attended, if any, and similar certificates from two responsible persons not being his relative, who are well acquainted with him in his private life and are unconnected with his university, college, school or institution; and
 - (b) an affidavit to the effect that he was never convicted for any criminal offence involving moral turpitude and that he was never dismissed or removed from service of any State Government or of Government of India, or of any Public Sector Undertaking.

4. Disqualifications.- (1) No person,-

- (a) who has entered into or contracted a marriage with a person having a spouse living ; or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the Service: Provided that the Government, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. Age.— (1) No person shall be recruited to the Service by direct appointment, if he is less than eighteen years or is more than thirty seven years of age in the case of technical and non-technical posts on the first day of January of the year immediately preceding the last date, fixed for submission of applications by the Commission or the Board, as the case may be]

Provided that where different lower and upper age limits have been specifically prescribed for posts in the Service Rules, these limits shall be made applicable for appointment to such posts:

Provided further that the upper age limit may be relaxed up to forty-five years in the case of persons already in the employment of the Punjab Government, other State Government or the government of India:

Provided further that in the case of candidates belonging to Scheduled Castes and other Backward Class, the upper age limit shall be such as may be fixed by the Government from time to time.

- (2) In the case of ex-servicemen, the upper age limit shall be such as has been prescribed in the Punjab Recruitment of Ex-servicemen Rules, 1982 as amended from time to time.
- (3) In the case of appointment on compassionate grounds on priority basis, the upper age limit shall be such as may be specifically fixed by the Government from time to time.
- (4) In the case of appointment of a war Hero, who has been discharged from defence services or para-military forces on account of disability suffered by him or his widow or dependent member of his family, the upper age limit shall be such as may be specifically fixed by the Government from time to time.

5A. Increase in upper age limit:- Notwithstanding anything contained in rule 5, on and with effect from the commencement of the Punjab Civil Services

(General and Common Conditions of Service) Amendment Rules, 2010, where in any other Service rules, or in Government instructions, the upper age limit for appointment to any Service or for any category or persons, if different from thirty-five years, it shall be deemed to have increased by two years.

6. Qualification etc.- Subject to the provisions of these rules, the number and character of posts, method of recruitment and educational qualifications and experience for appointment to a post or posts in a Service and the departmental examination, if any, shall be such as may be specified in the Service Rules made for that Service:

Provided that where appointment of Group 'A' and Group 'B' non-technical post is offered to a war hero, who has been discharged from defence services or para-military forces on account of disability suffered by him or his widow or dependent member of his family, under the instructions issued in this behalf by the Government, the educational qualification to be possessed by such person shall be graduation from a recognized university, Such person who is offered

Group 'A' and Group 'B' or Group 'C' non-technical post, shall not, however, be required to possess experience of technical or non-technical post at the time of his initial appointment.

7. Probation.- (1) A person appointed to any post in the Service shall remain on probation for a period of three years, if recruited by direct appointment and one year if recruited otherwise:

Provided that, -

- (a) any period, after such appointment, spent on deputation on a corresponding or a higher post shall count towards the period of probation;
- (b) in the case of an appointment by transfer, any period of work on an equivalent or higher rank, prior to appointment to the Service, may in the discretion of the appointing authority, be allowed to count towards the period of probation;
- (c) any period of officiating appointment to the Service shall be reckoned as period spent on probation; and
- (d) any kind of leave not exceeding six months during or at the end of period of probation, shall be counted towards the period of probation.

(2) If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not satisfactory or he has failed to pass the departmental examination, if any, prescribed in Service Rules within a period not exceeding *one and a half years from the date of appointment, it may,-

- (a) if such person is recruited by direct appointment, dispense with his service or revert him to a post on which he held lien prior to his appointment to the Service by direct appointment; and
- b) if such person is appointed otherwise –
 - (i) revert him to his former post; or
 - (ii) deal with him in such other manner as the terms and conditions of the previous appointment permit.

(3) On the completion of the period of probation of a person, the appointing authority may-

- (a) if his work and conduct has in its opinion been satisfactory –
 - (i) confirm such person, from the date of his appointment or from the date he completes his period of probation satisfactorily, if he is not already confirmed; or
 - (ii) declare that he has completed his probation satisfactorily, if he is already confirmed; or
- (b) If his work or conduct has not been, in its opinion, satisfactory or if he has failed to pass the departmental examination, if any, specified in the Service Rules -
 - (i) dispense with his services, if appointed by direct appointment or if appointed otherwise revert him to his former post, or deal with him in such other manner as the terms and conditions of his previous appointment may permit;
 - (ii) extend his period of probation and thereafter pass such order as it could have passed on the expiry of the period of probation as specified in sub-rule (1) :

Provided that the total period of probation including extension, if any, shall not exceed four years, if recruited by direct appointment and three years if appointed otherwise.

8. Seniority.-The seniority inter se of persons appointed to posts in each cadre of a Service shall be determined by the length of continuous service on such post in that cadre of the Service:

Provided that in the case of persons recruited by direct appointment who join within the period specified in the order of appointment or within such period as may be extended from time to time by appointing authority subject to a maximum of four months from the date of order of appointment, the order of merit determined by the Commission or the Board, as the case may be, shall not be disturbed:

Provided further that in case a person is permitted to join the post after

the expiry of the said period of four months in consultation with the Commission or the Board, as the case may be, his seniority shall be determined from the date he joins the post:

Provided further that in case any person of the next selection has joined a post in the cadre of the concerned Service before the person referred to in the preceding proviso joins, the person so referred shall be placed below all the persons of the next selection, who join within the time specified in the first proviso:

Provided further that in the case of two or more persons appointed on the same date, their seniority shall be determined as follows : -

- (a) a person appointed by direct appointment shall be senior to a person appointed otherwise;
- (b) a person appointed by promotion shall be senior to a person appointed by transfer;
- (c) in the case of persons appointed by promotion or transfer, the seniority shall be determined according to the seniority of such persons in the appointment from which they were promoted or transferred ; and
- (d) in the case of persons appointed by transfer from different cadres their seniority shall be determined according to pay, preference being given to a person who was drawing a higher rate of pay in his previous appointment; and if the rates of pay drawn are also the same, then by their length of service in these appointments; and if the length of such service is also the same, an older person shall be shall be senior to a younger person :

*“Provided further that in the case of persons recruited by direct appointment in the same cadre obtaining equal marks, during same selection process, their inter-se-seniority shall be determined on the basis of their age. That is, an older person shall be senior to the younger person.”

Note.- Seniority of persons appointed on purely provisional basis or on ad hoc basis shall be determined as and when they are regularly appointed keeping in view the dates of such regular appointment.

9. Liability of members of Service to transfer.- A member of a Service may be transferred to any post whether included in any other service or not, on the same terms and conditions as are specified in rule 3.17 of the Punjab Civil Service Rules, Volume-1 Part-1.

10. Liability to Serve.- A member of the Service shall be liable to serve at any place, whether within or out of the State of Punjab, on being ordered so to do by the appointing authority.

11. Leave, Pension and other matters.- In respect of pay , leave, pension and all other matters not expressly provided for in these rules, a member of Service shall be governed by such rules and regulations as may have been or may here after be adopted or made by the competent authority.

12. Discipline, penalties and appeals.-(1) In the matter of discipline, punishment and appeals, a member of a Service shall be governed by the Punjab Civil Services (Punishment and Appeal) Rules, 1970, as amended from time to time.

(2) The authority empowered to impose penalties specified in rule 5 of Punjab Civil Services (Punishment and Appeal) Rules, 1970, and the appellate authority there under in respect of the Government employee shall be such as may be specified in the Service Rules.

13. Liability for vaccination and re-vaccination.- Every member of the Service shall get himself vaccinated and re-vaccinated when Punjab Government so directs by a special or general order.

14. Oath of allegiance.- Every member of the Service, unless he has already done so, shall be required to take oath of allegiance to India and to the Constitution of India as by law established.

***14A Minimum Educational and other Qualifications for appointment to the post of Senior Assistant by –**

Direct Appointment	Promotion
No person shall be given direct appointment to the post of Senior Assistant under the Punjab Government, unless he-	From amongst the clerks, who have an

- | | |
|--|--------------------------|
| (i) Possesses the Bachelor's Degree from a recognised University or Institution; and | experience of working as |
| (ii) Qualifies in the competitive test specified by the appointing authority from time to time; and | such for a minimum |
| (iii) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognised institution or a reputed institution, which is ISO 9001, certified | period of four years. |

OR

Possesses a Computer information Technology course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Course (DOEACC) of Government of India;

- (iii) The person so appointed as Senior Assistant in terms of the Provisions of sub-rule (1), shall have before his appointment, passed a test in English and Punjabi respectively typewriting on Computer to be conducted by the Board or the appointing authority or the Department of Information Technology, as the case may be, at a speed of thirty words per minute:

Provided that where appointment of Group 'B' non- technical post is offered to a War Hero, who has been discharged from Defence Services or dependent from Defence Services or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualifications to be possessed by such person shall be Graduate from a recognised University or Institution. However, such person shall not be required to qualify the test in Punjabi type-writing as provided in sub-rule (2)"

15. Minimum educational and other qualifications.-

- (1) (i) No person shall be given direct appointment to the post of Clerk under the Punjab Government unless he possesses the Bachelor's Degree from a recognised university or institution; and
- (ii) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from a Government recognized institution or a reputed institution, which is ISO 9001, certified.

OR

Possesses a Computer information Technology course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Courses (DOEACC) of Government of India;

- (2) The person so appointed as Clerk in terms of the provisions of sub-rule (1) should have before his appointment passed a test in English and Punjabi Typewriting respectively on computer, to be conducted by the Board or the appointing authority or the Department of Information Technology, as the case may be, at a speed of thirty words per minute.

Provided that where appointment of Group 'C' non-technical post is offered to a War Hero, who has been discharged from Defence services; or dependent member of his family under the instructions issued in this behalf by the Government, the educational qualification to be possessed by such person shall be Graduate from a recognised university or institution. However, such person shall not be required to qualify the test in Punjabi typewriting as specified in sub-rule (2) ".

***15A. Minimum Educational and others Qualifications for appointment to the post of Senior Scale Stenographer by –**

Direct appointment	Promotion
No Person shall be given direct appointment to the post of Senior Scale	From amongst the Junior Scale Stenographers, who have an

Stenographer under the Punjab Government unless he –

(i) Possesses the Bachelor's Degree from a recognised university or Institution; and

(ii) Qualifies in a Stenography test in four paras (two in Punjabi and two in English language) containing 250 words each as follows :-

(a) the passage in Punjabi shall be directed at a speed of 100 words per minute in Punjabi language required to be transcribed these (at typewriter/computer) at a speed of 20 words per minute; and

(b) The passage in English shall be directed at a speed of 60 words per minute in English language required to be transcribed these (at typewriter/computer) at the speed of 12 Words per minute.

(iii) The candidates committing not more than 4% mistakes in aggregate and only if he/she qualifies the stenography test in both the languages shall be considered to have qualified the test for appointment as Senior Scale Stenographer.

iv) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or

experience of working as such for a minimum period of one year.

Provided that if the Junior Scale Stenographer is not available then from amongst the Steno typists, who have an experience of working as such for a minimum period of four years; and

ii) Qualifies in a Stenography test in four paras (two in Punjabi and two in English language) containing 250 words each as follows:-

(a) the passage in Punjabi shall be directed at a speed of 100 words per minute in Punjabi language required to be transcribed these (at typewriter/computer) at a speed of 20 words per minute; and

(b) The passage in English shall be directed at a speed of 60 words per minute in English language required to be transcribed these (at typewriter/computer) at the speed of 12 Words per minute.

(iii) The candidates committing not more than 4% mistakes in aggregate and only if he/she qualifies the stenography test in both the languages shall be considered to have qualify the test for promotion as Senior Scale Stenographer.

Information Technology in Office
Productivity applications or Desktop
Publishing applications from a
Government recognized Institution or
a reputed Institution, which is ISO
9001, certified.

OR

Possesses a computer
Information Technology course
equivalent to 'O' level certificate of
Department of Electronics
Accreditation of Computer Course
(DOEACC) of Government of India.

16. Minimum educational and other qualifications for appointment to the post of Steno- typist or Junior Scale Stenographer.- No person shall be given direct appointment to a post of a Steno-typist or a Junior Scale Stenographer under the Punjab Government unless he :-

- (a) Possesses Bachelor's Degree from a recognized University or Institution; and
- (b) Qualifies a test in Punjabi Stenography to be held by the Board or by the appointing authority at a speed specified by the Government from time to time; and
- (c) Possesses at least one hundred and twenty hours course with hands on experience in the use of Personal Computer or Information Technology in Office Productivity applications or Desktop Publishing applications from Government recognized institution or a reputed institution, which is ISO 9001, certified

OR

Possesses a Computer Information Technology Course equivalent to 'O' level certificate of Department of Electronics Accreditation of Computer Courses (DOEACC) of Government of India.

17. Knowledge of Punjabi Language.- No person shall be appointed to any post in any Service by direct appointment unless he has passed Matriculation

examination with Punjabi as one of the compulsory or elective subjects or any other equivalent examination in Punjabi language, which may be specified by the Government from time to time:

Provided that where a person is appointed on compassionate grounds on priority basis under the instructions issued in this behalf by the government from time to time, the person so appointed shall have to pass an examination of Punjabi Language equivalent to Matriculation standard or he shall have to qualify a test conducted by the Language Wing of the Department of Education of Punjab Government within a period of six months from the date of his appointment:

Provided further that where educational qualifications for a post in any service are lower than Matriculation standard, then the person so appointed shall have to pass an examination of Punjabi Language equivalent to Middle standard:

Provided further that where a War Hero, who has been discharged from Defence Services or paramilitary forces on account of disability suffered by him or her widow or dependent member of his family, is appointed under the instructions issued in this behalf by the Government, the person so appointed will not be required to possess aforesaid knowledge of Punjabi Language:

Provided further that where a ward of Defence Service Personnel, who is a bona fide resident of Punjab State, is appointed by direct appointment, he shall have to pass an examination of Punjabi Language equivalent to Matriculation standard or he shall have to qualify a test conducted by the Language Wing of the Department of Education of Punjab Government within a period of two years from the date of his appointment.

18. Promotion to Group 'A' and Group 'B' Service.- (1) (a) For promotion to the post as Head of Department would be decided strictly on the basis of merit- cum- seniority as per the instructions issued by the Government from time to time. The minimum benchmark for promotion for such post would be 'Very Good'. The officer who is graded, as 'Outstanding' would supersede the officer graded as 'Very Good'.

(b) For promotion to post falling in the Group 'A' other than Head of Department, the minimum benchmark will be 'Very Good' as per the instructions issued by the Government from time to time. These shall be no supersession on the basis of merit.

- (c) For promotion to post falling in Group 'B' the minimum benchmark will be 'Good' and there shall be no supersession on the basis of merit.

(2) *Debarring for consideration for promotion of a Government Employee who refuses to accept promotion.*- In the event of refusal to accept promotion by a member of a Service, he shall be debarred by the appointing authority from consideration for promotion for all the consecutive chances which may occur in future within a period of two years from the date of such refusal to accept promotion:

Provided that in a case where the appointing authority is satisfied that a member of the Service has refused to accept promotion under the circumstances beyond his control, it may exempt such a member for reasons to be recorded therefore in writing from the operation of this rule.

19. Power to relax.- Where the Government is of the opinion that it is necessary or expedient so to do, it may by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons:

Provided that the provisions relating to educational qualifications and experience, if any, shall not be relaxed.

20. Over-riding effect.-The provisions of these rules shall have effect notwithstanding anything to the contrary contained in any rules for the time being in force for regulating the recruitment and conditions of service for appointment to public service and posts in connection with the affairs of the State.

21. Interpretation.- If any question arises as to the interpretation of these rules, the government shall decide the same.

A.S CHATHA,

Chief Secretary to Government of Punjab.

KRISHAN KUMAR,

Secretary to Government of Punjab,
Department of Higher Education.